



2006 MHA Workforce Staffing Survey - Vacancy & Turnover

Services	CAH	Hospital	NH	Home Health	Asst Living	Hospice	Mental Hlth	Rural Hlth Clinic
Raw #	29	8	32	19	17	4	2	17
Percentage	42.6%	11.8%	47.1%	27.9%	25.0%	5.9%	2.9%	25.0%

Vacancy & Turnover SUMMARY 2006

NURSING	AP -RN	BSN - RN	A.D.N - RN	RN (un-distinguished)	RN TOTAL	LPN	C.N.A.
Total Budgeted	30.23	208.75	252.58	1643.89	2135.45	645.23	1629.15
Vacancy Rate	6.6%	10.8%	6.0%	6.5%	6.8%	7.5%	6.9%
Vacancy (Raw)	1	22.5	15.1	106.21	144.81	48.07	111.91
Turnover Rate	9.9%	23.2%	18.5%	12.0%	13.9%	17.1%	41.8%
Turnover (Raw)	3	48.5	46.85	197.69	296.04	110.56	680.63
Anticipated to fill - 2011	31.21	188.7	258.08	1052.68	1530.67	571.88	1644.95

ALLIED HEALTH	Pharm.	Pharm Tech	PT	PT Asst.	OT	OT Asst
Total Budgeted	99.42	76.06	141.61	38.18	47.74	10
Vacancy Rate	3.0%	6.6%	7.0%	10.5%	13.6%	10.0%
Vacancy (Raw)	3	5	9.9	4	6.5	1
Turnover Rate	11.1%	16.4%	8.8%	10.5%	8.6%	10.0%
Turnover (Raw)	11.01	12.5	12.41	4	4.11	1
Anticipated to fill - 2011	90.22	75.84	142.48	43.62	48.29	9

ALLIED HEALTH	Resp Ther.	Resp Ther. Asst.	Rad Tech	Ultrasound Tech	Surg Tech	Med/Clinic Lab Tech	Lab Tech
Total Budgeted	66.16	6	150.64	31.9	58.04	162.52	40.29
Vacancy Rate	15.1%	0.0%	4.1%	17.2%	19.0%	7.5%	7.4%
Vacancy (Raw)	10	0	6.24	5.5	11	12.25	3
Turnover Rate	24.8%	33.3%	8.0%	11.0%	20.7%	7.3%	7.4%
Turnover (Raw)	16.4	2	12	3.5	12	11.91	3
Anticipated to fill - 2011	49.06	8	126.13	19.13	34.69	145.92	42.35

ALLIED HEALTH	HIM Coder	HIM Transcriptionist
Total Budgeted	91.93	124.48
Vacancy Rate	3.3%	5.4%
Vacancy (Raw)	3	6.75
Turnover Rate	4.4%	9.6%
Turnover (Raw)	4	12.01
Anticipated to fill - 2011	94.78	127.65

TOTALS for ALL Nursing & Allied Health (surveyed)

TOTAL ALL Budgeted Positions	Vacancy (Raw)	Vacancy Rate	Turnover (Raw)	Turnover Rate	Anticipated To Fill - 2011 (Raw)
5554.8	391.93	7.1%	1209.08	21.8%	4804.66

2006 MHA Workforce Staffing Survey - Comparison Vacancy & Turnover Summary 2006 - 2003

NURSING	APRN			BSN - RN			A.D.N. - RN			RN (Undistinguished)			RN TOTAL			L.P.N.			C.N.A.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	30.23	25.71	25.41	208.8	316.7	416.7	252.6	316.3	340.3	1643.9	1789.6	2116.1	2135.5	2448.2	2898.5	645.23	656.42	673.18	1629.2	1590.9	1600
Vacancy	6.6%	3.9%	7.9%	10.8%	7.3%	4.2%	6.0%	13.0%	9.2%	6.5%	5.7%	5.2%	6.8%	6.8%	5.5%	7.5%	6.8%	5.7%	6.9%	8.0%	5.0%
raw #	1	1	2	22.5	23.1	17.6	15.1	41.1	31.46	106.2	102.5	109	144.8	167.7	160.1	48.07	44.46	38.46	111.9	127.9	79.9
Turnover	9.9%	15.6%	19.7%	23.2%	14.4%	16.3%	18.5%	8.2%	16.4%	12.0%	7.3%	12.5%	13.9%	8.4%	13.6%	17.1%	14.7%	17.0%	41.8%	33.5%	38.9%
raw #	3	4	5	48.5	45.8	68	46.85	26	56	197.7	130.2	264.7	296.0	205.9	393.6	110.56	96.55	114.1	680.6	533.4	621.6

Allied Health	Pharm.			Pharm. Tech			PT			PT Asst.			OT			OT Asst.			Resp. Ther.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	99.42	119.37	135.85	76.06	86.21	103.94	141.61	169.12	176.3	38.18	35.11	34.21	47.74	74	62.84	10	18.2	12.42	66.16	134.58	151.85
Vacancy	3.0%	6.7%	5.5%	6.6%	5.8%	5.6%	7.0%	8.1%	6.1%	10.5%	12.8%	16.8%	13.6%	8.4%	5.9%	10.0%	0.0%	0.1%	15.1%	4.0%	3.4%
raw #	3	8	7.51	5	5	5.8	9.9	13.7	10.77	4	4.5	5.75	6.5	6.2	3.7	1	0	0.01	10	5.4	5.15
Turnover	11.1%	13.6%	6.3%	16.4%	16.4%	13.1%	8.8%	8.3%	17.1%	10.5%	8.5%	12.6%	8.6%	15.1%	23.7%	10.0%	16.4%	0.0%	24.8%	7.1%	7.4%
raw #	11.01	16.2	8.5	12.5	14.15	13.62	12.4	14.1	30.06	4	3	4.3	4.11	11.15	14.9	1	3	0	16.4	9.5	11.2

Allied Health	Resp. thep. Asst.			Radio. Tech.			Ultrasound Tech.			Surg. Tech			Med/Lab Tech.			Lab Tech.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	6	22.81	25.13	150.64	206.98	209.69	31.9	36.03	39.76	58.04	95.02	103.37	162.52	201.97	277.92	40.29	58.92	42.19
Vacancy	0.0%	0.0%	0.0%	4.1%	6.0%	5.6%	17.2%	18.0%	9.6%	19.0%	11.6%	4.5%	7.5%	2.9%	3.0%	7.4%	0.0%	3.6%
raw #	0	0	0	6.24	12.5	11.75	5.5	6.5	3.8	11	11	4.6	12.25	5.9	8.25	3	0	1.5
Turnover	33.3%	4.4%	8.0%	8.0%	9.3%	14.0%	11.0%	13.9%	20.90%	20.7%	14.2%	14.5%	7.3%	7.5%	6.4%	7.4%	6.8%	7.8%
raw #	2	1	2	12	19.3	29.01	3.5	5	8.3	12	13.5	15	11.91	15.15	17.75	3	4	3.3

Allied Health	HIM Coder			HIM Transcriptionist		
	2006	2005	2003	2006	2005	2003
Total Budgeted	91.93	95.71	n/a	124.48	147.62	n/a
Vacancy	3.3%	1.0%	n/a	5.4%	3.4%	n/a
raw #	3	1	n/a	6.8	5	n/a
Turnover	4.4%	5.2%	n/a	9.6%	11.5%	n/a
raw #	4	5	n/a	12.01	17	n/a

Total ALL Budgeted					
	Positions	Vacancy %	Raw #	Turnover Rate	Raw #
2006	5554.8	7.1%	392.93	21.8%	1209.08
2005	6168.8	6.9%	422.66	16.0%	989.57
2003	6616.7	5.3%	352.96	19.5%	1292.35



AN ASSOCIATION OF
MONTANA HEALTH
CARE PROVIDERS

Trend Results for ONLY facilities that have reported for 03, 05, & 06.

31 Facilities

2006 MHA Workforce Staffing Survey - Comparison Vacancy & Turnover Summary 2006 - 2003

NURSING	APRN			BSN - RN			A.D.N. - RN			RN (Undistinguished)			RN TOTAL			L.P.N.			C.N.A.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	24.23	21.21	24.41	150.75	221.42	298.79	185.07	292.76	308.39	1515.7	1206.9	985.85	1875.7	1742.3	1617.4	498.01	491	425.91	962.34	866.1	894.86
Vacancy	8.3%	4.7%	8.2%	14.6%	6.8%	4.9%	5.7%	12.8%	8.9%	6.6%	6.3%	6.8%	7.2%	7.5%	6.9%	8.1%	7.1%	7.5%	5.9%	9.1%	6.0%
raw #	2	1	2	22	15	14.6	10.5	37.5	27.5	100.71	76.6	66.8	135.21	130.1	110.86	40.4	35.1	31.76	56.46	78.5	53.95
Turnover	8.3%	18.9%	20.5%	25.5%	14.0%	16.0%	15.0%	7.9%	13.9%	12.4%	9.0%	13.3%	13.5%	9.6%	14.1%	14.2%	14.3%	13.6%	30.1%	34.3%	27.2%
raw #	2	4	5	38.5	31	48.0	27.75	23	43.0	184.19	108.4	131.54	252.44	166.4	227.44	70.76	70.15	57.75	290	297	243.44

Allied Health	Pharm.			Pharm. Tech			PT			PT Asst.			OT			OT Asst.			Resp. Ther.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	95.52	86.76	72.46	63.76	60.9	58.34	119.91	120.07	97.3	29.4	22.91	21.1	40.45	54.8	32.89	7	9.8	5.82	71.06	93.38	84.35
Vacancy	3.1%	8.1%	7.6%	7.8%	8.2%	8.2%	5.9%	8.5%	8.5%	13.6%	13.1%	27.3%	12.9%	9.5%	9.7%	0.0%	0.0%	0.2%	12.7%	4.7%	3.7%
raw #	3	7	5.5	5	5	4.8	7.1	10.2	8.27	4	3	5.75	5.2	5.2	3.2	0	0	0.01	9	4.4	3.15
Turnover	8.6%	18.7%	10.4%	18.7%	23.2%	7.9%	9.3%	7.3%	20.3%	6.8%	4.4%	14.2%	8.4%	11.2%	29.2%	14.3%	30.6%	0.0%	21.7%	10.2%	7.6%
raw #	8.21	16.2	7.5	11.9	14.15	4.62	11.2	8.8	19.76	2	1	3	3.41	6.15	9.6	1	3	0	15.4	9.5	6.4

Allied Health	Resp. thep. Asst.			Radio. Tech.			Ultrasound Tech.			Surg. Tech			Med/Lab Tech.			Lab Tech.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	4	19.01	6.63	153.25	12.5	134.49	33	30.53	23.04	71.44	63.12	48.07	159.39	158.91	146.62	32.79	35.12	27.89
Vacancy	0.0%	0.0%	0.0%	4.1%	7.6%	4.5%	16.7%	21.3%	13.0%	16.8%	17.4%	3.3%	4.5%	3.5%	2.7%	9.1%	0.0%	0.0%
raw #	0	0	0	6.24	12.5	6	5.5	6.5	3	12	11	1.6	7.25	5.5	4	3	0	0
Turnover	50.0%	0.0%	15.0%	7.7%	9.3%	11.9%	7.6%	9.8%	17.4%	16.8%	18.2%	10.4%	5.3%	7.4%	6.0%	9.1%	8.5%	10.0%
raw #	2	0	1	11.8	15.3	16.01	2.5	3	4	12	11.5	5	8.41	11.75	8.75	3	3	2.8

Allied Health	HIM Coder			HIM Transcript.		
	2006	2005	2003	2006	2005	2003
Total Budgeted	84.63	70.11	n/a	121.88	112.52	n/a
Vacancy	2.4%	1.4%	n/a	5.5%	4.4%	n/a
raw #	2	1	n/a	6.75	5	n/a
Turnover	3.5%	7.1%	n/a	11.5%	13.3%	n/a
raw #	3	5	n/a	14.01	15	n/a

Total ALL Budgeted					
	Positions	Vacancy %	Raw #	Turnover Rate	Raw #
2006	4423.6	7.0%	308.11	16.3%	723.1
2005	4049.8	7.9%	320.0	16.2%	656.9
2003	3697.2	6.5%	241.9	16.7%	617.1

2006 MHA Workforce Staffing Survey - Recruitment & Retention

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Reasons for Leaving

Nursing	Retire		Leave Prof. for another career		Relocating		Work Envir.		Salary		Back To School		Family		Other	
APRN	1	1.5%	3	4.4%	8	11.8%	2	2.9%	3	4.4%	0	0.0%	2	2.9%		
B.S.N. - RN	3	4.4%	4	5.9%	33	48.5%	5	7.4%	2	2.9%	0	0.0%	6	8.8%		
A.D.N. - RN	2	2.9%	3	4.4%	28	41.2%	2	2.9%	5	7.4%	0	0.0%	3	4.4%		
LPN	4	5.9%	4	5.9%	25	36.8%	2	2.9%	7	10.3%	3	4.4%	5	7.4%		
C.N.A	1	1.5%	7	10.3%	22	32.4%	8	11.8%	10	14.7%	12	17.6%	13	19.1%	3 - no call/no show, 1 termination, 4 - other	

Allied Health	Retire		Leave Prof. for another career		Relocating		Work Envir.		Salary		Back To School		Family		Other	
Pharm.	1	1.5%	0	0.0%	10	14.7%	1	1.5%	2	2.9%	0	0.0%	0	0.0%		
Pharm. Tech.	0	0.0%	1	1.5%	5	7.4%	2	2.9%	2	2.9%	0	0.0%	0	0.0%		
P.T.	0	0.0%	0	0.0%	11	16.2%	1	1.5%	2	2.9%	0	0.0%	0	0.0%		
P.T. Asst.	0	0.0%	0	0.0%	11	16.2%	1	1.5%	2	2.9%	0	0.0%	0	0.0%		
O.T.	0	0.0%	0	0.0%	11	16.2%	2	2.9%	0	0.0%	0	0.0%	2	2.9%		
O.T. Asst.	0	0.0%	0	0.0%	7	10.3%	1	1.5%	0	0.0%	0	0.0%	0	0.0%		
Resp. Therp.	0	0.0%	0	0.0%	10	14.7%	3	4.4%	2	2.9%	0	0.0%	1	1.5%		
Resp. Ther Tech.	0	0.0%	0	0.0%	4	5.9%	1	1.5%	1	1.5%	0	0.0%	0	0.0%		
Rad. Technol.	0	0.0%	1	1.5%	13	19.1%	3	4.4%	2	2.9%	0	0.0%	1	1.5%		
Ultrasound	1	1.5%	0	0.0%	5	7.4%	1	1.5%	2	2.9%	0	0.0%	0	0.0%		
Med/Clinic Lab	2	2.9%	3	4.4%	15	22.1%	2	2.9%	2	2.9%	0	0.0%	0	0.0%		
Lab Tech.	0	0.0%	0	0.0%	11	16.2%	1	1.5%	0	0.0%	0	0.0%	0	0.0%		
HIM Transcript.	1	1.5%	0	0.0%	9	13.2%	1	1.5%	2	2.9%	0	0.0%	0	0.0%		

Recruiting Agency, Job Service

Where do most of your applicants come from?

Nursing	Local (30 miles)		Regional (100 miles)		Montana		Out of State		Foreign		Other	
APRN	13	19.1%	4	5.9%	5	7.4%	4	5.9%	0	0.0%		
B.S.N. - RN	25	36.8%	13	19.1%	8	11.8%	6	8.8%	0	0.0%		
A.D.N. - RN	24	35.3%	13	19.1%	9	13.2%	3	4.4%	0	0.0%		
LPN	35	51.5%	13	19.1%	4	5.9%	3	4.4%	0	0.0%		
C.N.A	52	76.5%	12	17.6%	2	2.9%	1	1.5%	0	0.0%		

Allied Health	Local (30 miles)		Regional (100 miles)		Montana		Out of State		Foreign		Other	
Pharm.	6	8.8%	3	4.4%	10	14.7%	5	7.4%	1	1.5%		
Pharm. Tech.	13	19.1%	3	4.4%	5	7.4%	0	0.0%	0	0.0%		
P.T.	9	13.2%	3	4.4%	8	11.8%	5	7.4%	0	0.0%		
P.T. Asst.	9	13.2%	2	2.9%	8	11.8%	5	7.4%	0	0.0%		
O.T.	8	11.8%	3	4.4%	6	8.8%	7	10.3%	0	0.0%		
O.T. Asst.	6	8.8%	2	2.9%	5	7.4%	1	1.5%	0	0.0%		
Resp. Therp.	6	8.8%	3	4.4%	7	10.3%	5	7.4%	0	0.0%		
Resp. Ther Tech.	4	5.9%	2	2.9%	5	7.4%	1	1.5%	0	0.0%		
Rad. Technol.	10	14.7%	3	4.4%	14	20.6%	4	5.9%	0	0.0%		
Ultrasound	4	5.9%	1	1.5%	5	7.4%	7	10.3%	0	0.0%		
Med/Clinic Lab	8	11.8%	4	5.9%	12	17.6%	8	11.8%	0	0.0%		
Lab Tech.	6	8.8%	2	2.9%	10	14.7%	1	1.5%	0	0.0%		
HIM Transcript.	12	17.6%	3	4.4%	5	7.4%	1	1.5%	0	0.0%		

2006 MHA Workforce Staffing Survey - Recruitment & Retention
Continued

Hiring Source																	
Nursing	Local Newspaper		State-wide		Internet		Schools		Competitors		National		Recruitment		Word of Mouth		Other*
			newspapers								Publications	Fairs					
APRN	12	17.6%	4	5.9%	7	10.3%	1	1.5%	0	0.0%	5	7.4%	0	0.0%	7	10.3%	
B.S.N. - RN	20	29.4%	13	19.1%	13	19.1%	5	7.4%	2	2.9%	6	8.8%	3	4.4%	14	20.6%	
A.D.N. - RN	20	29.4%	13	19.1%	11	16.2%	5	7.4%	1	1.5%	6	8.8%	2	2.9%	12	17.6%	
LPN	31	45.6%	6	8.8%	11	16.2%	4	5.9%	2	2.9%	2	2.9%	0	0.0%	18	26.5%	
C.N.A	42	61.8%	3	4.4%	9	13.2%	2	2.9%	3	4.4%	2	2.9%	0	0.0%	27	39.7%	
Allied Health	Local Newspaper		State-wide		Internet		Schools		Competitors		National		Recruitment		Word of Mouth		Other*
			newspapers								Publications	Fairs					
Pharm.	3	4.4%	8	11.8%	8	11.8%	2	2.9%	0	0.0%	6	8.8%	2	2.9%	4	5.9%	
Pharm. Tech.	12	17.6%	4	5.9%	5	7.4%	0	0.0%	0	0.0%	1	1.5%	1	1.5%	2	2.9%	
P.T. /P.T. Asst.	11	16.2%	9	13.2%	11	16.2%	2	2.9%	0	0.0%	5	7.4%	2	2.9%	5	7.4%	
O.T.	8	11.8%	11	16.2%	7	10.3%	2	2.9%	0	0.0%	7	10.3%	2	2.9%	5	7.4%	
O.T. Asst.	6	8.8%	7	10.3%	6	8.8%	2	2.9%	0	0.0%	3	4.4%	2	2.9%	3	4.4%	
Resp. Therp.	6	8.8%	7	10.3%	8	11.8%	2	2.9%	0	0.0%	5	7.4%	2	2.9%	2	2.9%	
Resp. Ther Tech.	4	5.9%	6	8.8%	6	8.8%	1	1.5%	0	0.0%	2	2.9%	2	2.9%	1	1.5%	
Rad. Technol.	6	8.8%	12	17.6%	10	14.7%	1	1.5%	0	0.0%	6	8.8%	2	2.9%	5	7.4%	
Ultrasound	3	4.4%	4	5.9%	6	8.8%	1	1.5%	0	0.0%	5	7.4%	2	2.9%	3	4.4%	
Med/Clinic Lab	7	10.3%	7	10.3%	9	13.2%	1	1.5%	0	0.0%	8	11.8%	2	2.9%	4	5.9%	
Lab Tech.	7	10.3%	5	7.4%	6	8.8%	1	1.5%	0	0.0%	2	2.9%	2	2.9%	4	5.9%	
HIM Transcript.	10	14.7%	5	7.4%	6	8.8%	0	0.0%	0	0.0%	2	2.9%	2	2.9%	6	8.8%	

*Recruiting Agency, Job Service

*Other - Recruiting Agency, Job Service (not given for specific job fields, facility overall)

Total Paid for all positions combined, during the past 12 months.

OVERTIME	\$6,249,897
TRAVELERS	\$7,240,910
Per Diem	\$1,867,201

2006 MHA Workforce Staffing Survey - Strategies to Fill Positions & Incentives for Recruitment/Retention

	RN		L.P.N		C.N.A.		Allied	Med. Tech.		Lab. Tech.		Resp. Therp.	
Nursing	raw #	%	raw #	%	raw #	%	Health	raw #	%	raw #	%	raw #	%
In-House Staffing Pool	23	33.8%	22	32.4%	34	50.0%	*	5	7.4%	7	10.3%	4	5.9%
On-Call Staff	28	41.2%	20	29.4%	26	38.2%	*	7	10.3%	10	14.7%	7	10.3%
Overtime (per annum)	38	55.9%	38	55.9%	42	61.8%	*	11	16.2%	11	16.2%	9	13.2%
Temp. Agency	13	19.1%	7	10.3%	7	10.3%	*	1	1.5%	2	2.9%	2	2.9%
Travelers	30	44.1%	15	22.1%	12	17.6%	*	10	14.7%	6	8.8%	8	11.8%
Benefit Package	48	70.6%	49	72.1%	50	73.5%	*	25	36.8%	24	35.3%	20	29.4%
Bonus Performance	10	14.7%	8	11.8%	9	13.2%	*	1	1.5%	3	4.4%	4	5.9%
Bonus Sign-on	19	27.9%	11	16.2%	8	11.8%	*	6	8.8%	2	2.9%	5	7.4%
Differential/Incentive							*						
Pay/Holiday Bonus	39	57.4%	37	54.4%	39	57.4%	*	15	22.1%	16	23.5%	10	14.7%
Flexible Hours	35	51.5%	30	44.1%	32	47.1%	*	8	11.8%	9	13.2%	7	10.3%
Tuition Reimbursement	19	27.9%	12	17.6%	9	13.2%	*	8	11.8%	8	11.8%	4	5.9%

	P.T.		P.T. Asst.		Pharm.		Pharm. Techn.		O.T.		O.T. Asst.	
Allied Health cont.	raw #	%	raw #	%	raw #	%	raw #	%	raw #	%	raw #	%
In-House Staffing Pool	7	10.3%	2	2.9%	4	5.9%	3	4.4%	7	10.3%	1	1.5%
On-Call Staff	5	7.4%	3	4.4%	5	7.4%	2	2.9%	2	2.9%	0	0.0%
Overtime (per annum)	12	17.6%	10	14.7%	9	13.2%	11	16.2%	11	16.2%	5	7.4%
Temp. Agency	2	2.9%	1	1.5%	1	1.5%	0	0.0%	4	5.9%	1	1.5%
Travelers	13	19.1%	1	1.5%	4	5.9%	0	0.0%	9	13.2%	0	0.0%
Benefit Package	28	41.2%	21	30.9%	18	26.5%	18	26.5%	30	44.1%	16	23.5%
Bonus Performance	5	7.4%	2	2.9%	3	4.4%	2	2.9%	7	10.3%	4	5.9%
Bonus Sign-on	7	10.3%	1	1.5%	8	11.8%	2	2.9%	8	11.8%	1	1.5%
Differential/Incentive												
Pay/Holiday Bonus	13	19.1%	10	14.7%	10	14.7%	10	14.7%	18	26.5%	12	17.6%
Flexible Hours	9	13.2%	9	13.2%	7	10.3%	6	8.8%	14	20.6%	8	11.8%
Tuition Reimbursement	7	10.3%	6	8.8%	6	8.8%	4	5.9%	9	13.2%	5	7.4%

	Rad. Tech.		R.T. Tech		Surg. Tech.		Ultrasound Tech.		HIM - Coder		HIM - Transcription	
Allied Health cont.	raw #	%	raw #	%	raw #	%	raw #	%	raw #	%	raw #	%
In-House Staffing Pool	6	8.8%	3	4.4%	5	7.4%	1	1.5%	7	10.3%	7	10.3%
On-Call Staff	13	19.1%	5	7.4%	6	8.8%	4	5.9%	1	1.5%	4	5.9%
Overtime (per annum)	20	29.4%	9	13.2%	12	17.6%	5	7.4%	14	20.6%	16	23.5%
Temp. Agency	1	1.5%	0	0.0%	0	0.0%	0	0.0%	1	1.5%	4	5.9%
Travelers	13	19.1%	3	4.4%	5	7.4%	6	8.8%	1	1.5%	1	1.5%
Benefit Package	27	39.7%	14	20.6%	18	26.5%	12	17.6%	22	32.4%	21	30.9%
Bonus Performance	4	5.9%	2	2.9%	2	2.9%	1	1.5%	3	4.4%	3	4.4%
Bonus Sign-on	7	10.3%	2	2.9%	4	5.9%	3	4.4%	1	1.5%	1	1.5%
Differential/Incentive												
Pay/Holiday Bonus	20	29.4%	11	16.2%	11	16.2%	7	10.3%	8	11.8%	9	13.2%
Flexible Hours	11	16.2%	7	10.3%	6	8.8%	4	5.9%	9	13.2%	8	11.8%
Tuition Reimbursement	9	13.2%	4	5.9%	5	7.4%	5	7.4%	6	8.8%	6	8.8%

Note: percentage is based on total number of facilities that responded. Percent represent facilities that employ, use stated strategies and incentives



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2006 MHA Workforce Staffing Survey - Comparison

Vacancy & Turnover Summary **CRITICAL ACCESS HOSPITALS**

NURSING	APRN			BSN - RN			A.D.N. - RN			RN (Undistinguished)			RN TOTAL			L.P.N.			C.N.A.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	4	5	5.5	106.45	207.67	123.48	116.31	151.51	168.98	301.84	79.8	83.86	528.6	443.98	381.82	189.47	125.65	118.65	662.72	460.25	483.18
Vacancy	50.0%	0.0%	0.0%	13.2%	7.7%	7.9%	10.7%	12.2%	10.9%	6.2%	8.3%	11.9%	8.9%	9.3%	10.0%	7.7%	9.2%	9.7%	7.3%	9.6%	7.0%
raw #	2	0	0	14	16	9.75	12.5	18.5	18.5	18.61	6.6	10	47.11	41.1	38.25	14.6	11.5	11.5	48.36	44	34
Turnover	25.0%	40.0%	0.0%	21.6%	13.0%	10.9%	15.5%	9.9%	20.7%	13.0%	14.0%	18.8%	15.4%	12.4%	16.8%	10.3%	18.6%	11.8%	30.9%	40.0%	35.3%
raw #	1	2	0	23	27	13.5	18	15	34.95	39.3	11.2	15.75	81.3	55.2	64.2	19.5	23.4	14	204.5	184.1	170.8

Allied Health	Pharm.			Pharm. Tech			PT			PT Asst.			OT			OT Asst.			Resp. Ther.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	22.62	15.7	12.41	20.68	12.3	9.80	56.41	41.06	41.19	17.2	12.7	13.1	13.3	22.75	6.15	4	3	1.8	25.66	20.12	23.9
Vacancy	8.8%	12.8%	12.1%	0.0%	8.1%	10.2%	9.6%	14.6%	11.5%	5.8%	15.7%	28.6%	3.8%	8.8%	3.3%	0.0%	0.0%	0.0%	15.6%	17.4%	1.0%
raw #	2	2	1.5	0	1	1	5.4	6	4.75	1	2	3.8	0.5	2	0.2	0	0	0	4	3.5	0.3
Turnover	8.8%	6.4%	8.1%	2.4%	0.0%	27.6%	13.1%	14.6%	28.5%	5.8%	7.9%	22.9%	0.0%	6.6%	22.8%	0.0%	0.0%	0.0%	13.3%	17.4%	4.2%
raw #	2	1	1	0.5	0	2.7	7.4	6	11.75	1	1	3	0	1.5	1.4	0	0	0	3.4	3.5	1

Allied Health	Resp. thep. Asst.			Radio. Tech.			Ultrasound Tech.			Surg. Tech			Med/Lab Tech			Lab Tech.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	4	17	1.4	85.73	75.12	69.37	10.63	10.65	8.75	24.54	11	15.25	88.43	70.87	62.39	30.04	22.17	18.45
Vacancy	0.0%	0.0%	0.0%	3.9%	8.7%	5.8%	4.7%	23.5%	0.0%	0.0%	18.2%	3.9%	9.0%	3.4%	1.6%	10.0%	0.0%	0.0%
raw #	0	0	0	3.34	6.5	4	0.5	2.5	0	0	2	0.6	8	2.4	1	3	0	0
Turnover	0.0%	0.0%	0.0%	11.7%	10.0%	12.0%	14.1%	9.4%	0.0%	12.2%	27.3%	19.7%	8.9%	6.2%	8.0%	10.0%	0.0%	0.0%
raw #	0	0	0	10	7.5	8	1.5	1	0	3	3	3	7.9	4.4	5	3	0	0

Allied Health	HIM Coder			HIM Trans		
	2006	2005	2003	2006	2005	2003
Total Budgeted	35.13	22.6	n/a	49.15	34.24	n/a
Vacancy	2.8%	0.0%	n/a	0.0%	2.9%	n/a
raw #	1	0	n/a	0	1	n/a
Turnover	2.8%	4.4%	n/a	6.1%	8.8%	n/a
raw #	1	1	n/a	3	3	n/a

CRITICAL ACCESS HOSPITALS

	Total ALL Budgeted				
	Positions	Vacancy %	Raw #	Turnover Rate	Raw #
2006	1868.3	4.2%	77.95	18.7%	349
2005	1421.1	9.0%	127.5	20.8%	295.6
2003	1267.6	8.0%	100.9	22.6%	285.9



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2006 MHA Workforce Staffing Survey - Comparison Vacancy & Turnover Summary REGION 1

NURSING	APRN			BSN - RN			A.D.N. - RN			RN (Undistinguished)			RN TOTAL			L.P.N.			C.N.A.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	0	3	2	58.25	65.3	27.1	59.34	72.01	109.35	310.92	484.6	760.46	428.51	624.91	898.91	98.8	75.2	130.36	237.11	163.6	346.27
Vacancy	0.0%	0.0%	0.0%	5.2%	7.7%	0.0%	4.4%	8.3%	8.7%	4.9%	5.4%	3.5%	4.85%	6.0%	4.0%	2.3%	4.5%	4.4%	10.4%	4.4%	3.3%
raw #	0	0	0	3	5	0	2.6	6	9.5	15.2	26.2	26.5	20.8	37.2	36	2.27	3.4	5.8	24.55	7.2	11.6
Turnover	0.0%	33.3%	0.0%	30.9%	24.1%	18.5%	22.1%	5.6%	21.0%	12.9%	9.9%	18.1%	16.6%	11.0%	18.4%	14.8%	21.8%	15.7%	39.1%	58.9%	40.4%
raw #	0	1	0	18	15.75	5	13.1	4	23	40.2	48	137.7	71.3	68.75	165.7	14.6	16.4	20.4	92.6	96.3	139.9

Allied Health	Pharm.			Pharm. Tech			PT			PT Asst.			OT			OT Asst.			Resp. Ther.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	18.67	22.9	31.3	8.4	11.3	20.25	49.50	41	48.5	6.98	4	7.31	14.34	11.7	17.8	2	2	1	30.46	38.2	35.3
Vacancy	0.0%	4.4%	4.8%	0.0%	0.0%	4.9%	2.4%	2.9%	3.1%	0.0%	0.0%	0.0%	1.4%	6.0%	0.0%	0.0%	0.0%	0.0%	6.6%	2.6%	6.4%
raw #	0	1	1.5	0	0	1	1.2	1.2	1.5	0	0	0	0.2	0.7	0	0	0	0	2	1	2.3
Turnover	1.1%	0.9%	0.0%	16.7%	3.5%	26.2%	9.7%	8.7%	18.1%	0.0%	0.0%	13.7%	2.8%	16.2%	2.2%	50.0%	50.0%	0.0%	9.8%	2.6%	5.7%
raw #	0.2	0.2	3.5	1.4	0.4	5.3	4.8	3.6	8.8	0	0	1	0.4	1.9	0.4	1	1	0	3	1	2

Allied Health	Resp. therp. Asst.			Radio. Tech.			Ultrasound Tech.			Surg. Tech			Med/Lab Tech.			Lab Tech.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	0	1	8.5	53.35	66.56	52.7	10.73	10.25	15.22	24.14	36.3	34	57.48	51.18	86.95	0	22.37	11.25
Vacancy	0.0%	0.0%	0.0%	1.9%	2.3%	0.0%	4.7%	0.0%	0.0%	4.1%	5.5%	8.8%	1.7%	0.0%	1.2%	0.0%	0.0%	0.0%
raw #	0	0	0	1	1.5	0	0.5	0	0	1	2	3	1	0	1	0	0	0
Turnover	0.0%	100.0%	0.0%	12.7%	14.0%	15.2%	4.7%	19.5%	19.7%	8.3%	11.0%	11.8%	5.2%	3.9%	9.2%	0.0%	4.5%	0.0%
raw #	0	1	0	6.8	9.3	8	0.5	2	3	2	4	4	3	2	8	0	1	0

Allied Health	HIM Coder			HIM Trans		
	2006	2005	2003	2006	2005	2003
Total Budgeted	18.13	20.4	n/a	28.75	23.84	n/a
Vacancy	5.5%	0.0%	n/a	0.0%	4.2%	n/a
raw #	1	0	n/a	0	1	n/a
Turnover	5.5%	0.0%	n/a	10.4%	25.2%	n/a
raw #	1	0	n/a	3	6	n/a

REGION 1

	Total ALL Budgeted				
	Positions	Vacancy %	Raw #	Turnover Rate	Raw #
2006	1087.4	5.1%	55.52	18.9%	205.6
2005	1226.7	4.6%	56.2	17.5%	214.8
2003	1745.6	3.6%	63.7	21.2%	370



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2006 MHA Workforce Staffing Survey - Comparison Vacancy & Turnover Summary REGION 2

NURSING	APRN			BSN - RN			A.D.N. - RN			RN (Undistinguished)			RN TOTAL			L.P.N.			C.N.A.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	2	2	1	24.8	44	75.97	31.5	128.5	110.99	137	306.75	387.7	195.3	481.25	575.66	86.5	122.07	111.05	281.5	332.22	349.44
Vacancy	50%	0.0%	0.0%	16.1%	2.3%	0.0%	11.1%	15.2%	13.5%	13.1%	3.9%	1.9%	13.6%	6.8%	3.9%	6.9%	8.6%	2.7%	6.9%	13.7%	7.6%
raw #	1	0	0	4	1	0	3.5	19.5	14.96	18	12	7.5	26.5	32.5	22.46	6	10.5	2.99	19.5	45.5	26.65
Turnover	50%	50.0%	0.0%	12.1%	9.1%	9.2%	15.9%	3.1%	11.7%	19.0%	1.0%	7.1%	17.9%	2.5%	8.3%	5.8%	9.8%	14.2%	33.0%	22.9%	30.8%
raw #	1	1	0	3	4	7	5	4	13	26	3	27.5	35	12	47.5	5	12	16	93	76	107.5

Allied Health	Pharm.			Pharm. Tech			PT			PT Asst.			OT			OT Asst.			Resp. Ther.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	8.2	23.58	21.93	7	22.71	22.10	21	33.41	32.71	9	9.4	11.8	5.3	13.2	10.1	3	5.8	2.6	8	34.62	46.52
Vacancy	12.2%	8.5%	4.6%	0.0%	4.4%	4.5%	8.3%	18.0%	8.4%	22.2%	21.3%	23.3%	37.7%	11.4%	16.8%	33.3%	0.0%	0.0%	0.0%	4.3%	2.1%
raw #	1	2	1	0	1	1	1	6	2.75	2	2	2.8	2	1.5	1.7	1	0	0	0	1.5	1
Turnover	12.2%	8.5%	0.0%	28.6%	0.0%	18.1%	25.0%	9.0%	24.5%	22.2%	31.9%	8.5%	18.9%	11.4%	29.7%	33.3%	0.0%	0.0%	0.0%	1.4%	6.4%
raw #	1	2	0	2	0	4	3	3.0	8	2	3	1	1	1.5	3	1	0	0	0	0.5	3

Allied Health	Resp. thep. Asst.			Radio. Tech.			Ultrasound Tech.			Surg. Tech			Med/Lab Tech.			Lab Tech.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	0	2.8	2.8	13	41.11	45.47	1	10	6.37	19	18.2	17.8	18.5	39.7	44.84	4	11	12.34
Vacancy	0.0%	0.0%	0.0%	7.7%	8.5%	4.4%	0.0%	25.0%	0.0%	10.5%	16.5%	0.0%	0.0%	1.3%	1.1%	25.0%	0.0%	0.0%
raw #	0	0	0	1	3.5	2	0	2.5	0	2	3	0	0	0.5	1	1	0	0
Turnover	0.0%	0.0%	35.7%	15.4%	4.9%	7.0%	0.0%	10.0%	0.00%	5.30%	11.0%	16.9%	5.4%	7.6%	4.5%	25.0%	9.1%	0.0%
raw #	0	0	1	2	2	3	0	1	0	1	2	3	1	3	2	1	1	0

Allied Health	HIM Coder			HIM Transcriptionist		
	2006	2005	2003	2006	2005	2003
Total Budgeted	7.5	17.91	n/a	15	40.95	n/a
Vacancy	13.3%	0.0%	n/a	0.0%	0.0%	n/a
raw #	1	0	n/a	0	0	n/a
Turnover	0%	5.6%	n/a	0.0%	4.9%	n/a
raw #	0	1	n/a	0	2	n/a

REGION 2

	Total ALL Budgeted				
	Positions	Vacancy %	Raw #	Turnover Rate	Raw #
2006	703.0	9.1%	64	21.1%	148
2005	1259.9	8.9%	112	9.7%	122
2003	1313.5	5.0%	65.4	15.2%	199



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2006 MHA Workforce Staffing Survey - Comparison Vacancy & Turnover Summary REGION 3

	APRN			BSN - RN			A.D.N. - RN			RN (Undistinguished)			RN TOTAL			L.P.N.			C.N.A.		
NURSING	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	3	1	4	42.2	84.47	61.5	29	19	34.95	223.92	133.86	136.68	298.12	238.33	237.13	64.53	39.66	49.08	375.39	271.45	289.64
Vacancy	0.0%	0.0%	0.0%	11.8%	9.5%	6.5%	20.7%	26.3%	14.3%	7.7%	2.7%	5.1%	9.5%	7.0%	6.8%	11.0%	12.6%	6.1%	5.7%	9.9%	3.1%
raw #	0	0	0	5	8	4	6	5	5	17.31	3.65	7	28.31	16.65	16	7.1	5	3	21.46	27	9
Turnover	0.0%	0.0%	0.0%	11.8%	11.8%	16.3%	13.8%	26.3%	20.0%	4.9%	9.2%	6.8%	6.7%	11.4%	11.1%	13.5%	18.9%	16.3%	23.0%	34.3%	30.9%
raw #	0	0	0	5	10	10	4	5	7	11	12.25	9.3	20	27.25	26.25	8.5	7.5	8	86.5	93.05	89.5
	Pharm.			Pharm. Tech			PT			PT Asst.			OT			OT Asst.			Resp. Ther.		
Allied Health	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	15.5	10.4	13.25	17.5	9.5	15.00	21.2	14.16	16.27	7	4	4.6	6.15	16.25	3.6	3	1.8	2.8	11.5	8.8	12.2
Vacancy	12.9%	19.2%	15.1%	0.0%	0.0%	10.8%	16.0%	14.1%	6.1%	14.3%	25.0%	65.2%	0.0%	6.2%	0.0%	0.0%	0.0%	0.0%	17.4%	11.4%	0.0%
raw #	2	2	2	0	0	1	3.4	2	1	1	1	3	0	1	0	0	0	0	2	1	0
Turnover	12.9%	9.6%	18.9%	0.0%	7.9%	6.7%	4.7%	14.1%	6.1%	14.3%	0.0%	43.5%	0.0%	6.2%	55.6%	0.0%	0.0%	0.0%	26.1%	0.0%	4.1%
raw #	2	1	2.5	0	0.75	1	1	2	1	1	0	2	0	1	2	0	0	0	3	0	0.5
	Resp. thep. Asst.			Radio. Tech.			Ultrasound Tech.			Surg. Tech			Med/Lab Tech.			Lab Tech.					
Allied Health	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	3.5	16	1.6	40.53	38.66	34.66	6	2.5	2.25	9.75	8.6	11.35	33.15	34.03	34.65	14.12	9	3.5			
Vacancy	0.0%	0.0%	0.0%	3.3%	2.6%	11.5%	0.0%	40.0%	0.0%	0.0%	11.6%	5.3%	9.0%	5.9%	2.9%	14.2%	0.0%	14.3%			
raw #	0	0	0	1.34	1	4	0	1	0	0	1	0.6	3	2	1	2	0	0.5			
Turnover	0.0%	0.0%	0.0%	9.9%	2.6%	14.0%	16.7%	40.0%	44.40%	10.30%	17.4%	8.8%	7.5%	5.1%	5.8%	14.2%	0.0%	14.3%			
raw #	0	0	0	4	1	5	1	1	1	1	1.5	1	2.5	1.75	2	2	0	0.5			
	HIM Coder			HIM Transcriptionist																	
Allied Health	2006	2005	2003	2006	2005	2003															
Total Budgeted	11.7	10.9	n/a	18.45	17	n/a															
Vacancy	0.0%	0.0%	n/a	0.0%	0.0%	n/a															
raw #	0	0	n/a	0	0	n/a															
Turnover	0.0%	0.0%	n/a	10.8%	5.9%	n/a															
raw #	0	0	n/a	2	1	n/a															

REGION 3

	Total ALL Budgeted				
	Positions	Vacancy %	Raw #	Turnover %	Raw #
2006	957.1	7.5%	71.61	14.1%	134.5
2005	751.0	8.4%	60.65	18.5%	139
2003	731.6	5.6%	41.1	19.5%	142.3



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2006 MHA Workforce Staffing Survey - Comparison Vacancy & Turnover Summary REGION 4

NURSING	APRN			BSN - RN			A.D.N. - RN			RN (Undistinguished)			RN TOTAL			L.P.N.			C.N.A.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	2	3.5	2.5	28	49.75	164.71	28.75	71.75	6	165.1	113	179.1	223.85	238	352.31	120.5	134	143.34	251.5	401	279.75
Vacancy	50.0%	0.0%	0.0%	33.9%	9.0%	4.9%	0.0%	12.5%	0.0%	6.2%	3.1%	10.7%	9.3%	7.1%	7.8%	6.2%	9.5%	10.5%	3.7%	3.5%	2.5%
raw #	1	0	0	9.5	4.5	8.1	0	9	0	10.3	3.5	19.2	20.8	17	27.3	7.5	12.7	15.1	9.4	14	6.9
Turnover	0.0%	0.0%	0.0%	53.6%	13.1%	17.3%	34.8%	16.7%	50.0%	11.7%	8.0%	15.9%	19.8%	11.6%	17.0%	20.7%	22.4%	18.6%	44.3%	39.2%	27.8%
raw #	0	0	0	15	6.5	28.5	10	12	3	19.3	9	28.5	44.3	27.5	59.95	25	30	27	111.5	157	77.7

Allied Health	Pharm.			Pharm. Tech			PT			PT Asst.			OT			OT Asst.			Resp. Ther.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	14.4	16.45	24.75	7.8	1	13.11	21.0	17	26.42	3.4	7.5	3	4.9	5.5	6.98	0	1	2	17.6	5	13.84
Vacancy	0.0%	0.0%	0.0%	12.8%	0.0%	0.0%	4.8%	2.9%	9.5%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	17.0%	38.0%	0.0%
raw #	0	0	0	1	0	0	1	0.5	2.5	0	0.5	0	0	0	0	0	0	0	3	1.9	0
Turnover	20.8%	18.2%	0.0%	0.0%	0.0%	13.9%	16.2%	14.7%	16.3%	0.0%	0.0%	10.0%	0.0%	9.1%	21.5%	0.0%	0.0%	0.0%	30.7%	100.0%	2.2%
raw #	3	3	0	0	0	1.7	3.4	2.5	4.3	0	0	0.3	0	0.5	1.5	0	0	0	5	5	0.3

Allied Health	Resp. thep. Asst.			Radio. Tech.			Ultrasound Tech.			Surg. Tech			Med/Lab Tech.			Lab Tech.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	1	1	10.22	22.8	15	31.59	5	0	5.5	0	0	15.17	13.7	14	46.23	5	5	8.35
Vacancy	0.0%	0.0%	0.0%	4.4%	13.3%	9.5%	20.0%	0.0%	5.5%	0.0%	0.0%	0.0%	29.2%	0.0%	2.2%	0.0%	0.0%	0.0%
raw #	0	0	0	1	2	3	1	0	0.3	0	0	0	4	0	1	0	0	0
Turnover	0.0%	0.0%	9.8%	4.4%	13.3%	9.0%	0.0%	0.0%	5.5%	0.0%	0.0%	26.4%	2.9%	7.1%	2.2%	0.0%	0.0%	33.5%
raw #	0	0	1	1	2	3	0	0	0.3	0	0	4	0.4	1	1	0	0	3

Allied Health	HIM Coder			HIM Transcriptionist		
	2006	2005	2003	2006	2005	2003
Total Budgeted	19.1	9	n/a	17.8	18	n/a
Vacancy	0.0%	11.1%	n/a	16.9%	5.6%	n/a
raw #	0	1	n/a	3	1	n/a
Turnover	10.5%	0.0%	n/a	22.5%	5.6%	n/a
raw #	2	0	n/a	4	1	n/a

REGION 4

	Total ALL Budgeted				
	Positions	Vacancy %	Raw #	Turnover Rate	Raw #
2006	749.4	6.9%	51.7	26.6%	199.6
2005	888.5	5.7%	50.6	25.8%	229.5
2003	982.6	5.7%	56.1	18.8%	185.1



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2006 MHA Workforce Staffing Survey - Comparison Vacancy & Turnover Summary REGION 5

NURSING	APRN			BSN - RN			A.D.N. - RN			RN (Undistinguished)			RN TOTAL			L.P.N.			C.N.A.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	23.23	16.21	15.91	55.5	73.15	87.38	103.99	25	79.03	806.95	751.39	652.17	989.67	865.75	834.49	314	285.45	239.35	508.65	422.63	334.91
Vacancy	0.0%	6.2%	12.6%	1.8%	6.3%	6.3%	2.9%	6.4%	2.5%	5.6%	7.6%	7.5%	5.0%	7.4%	7.0%	8.2%	4.5%	4.8%	7.5%	8.1%	7.7%
raw #	0	1	2	1	4.6	5.5	3	1.6	2	45.4	57.1	48.8	49.4	64.3	58.3	25.6	12.86	11.6	38.2	34.15	25.7
Turnover	8.6%	12.3%	31.4%	13.5%	13.0%	20.0%	14.2%	4.0%	8.9%	12.5%	7.7%	9.5%	12.7%	7.4%	10.9%	20.3%	10.7%	16.0%	59.6%	26.3%	61.8%
raw #	2	2	5	7.5	3.5	17.5	14.75	1	7	101.19	57.9	61.79	125.44	64.4	91.29	63.86	30.65	38.35	303	111.05	207.04

Allied Health	Pharm.			Pharm. Tech			PT			PT Asst.			OT			OT Asst.			Resp. Ther.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	53.65	46.03	44.62	38.38	41.69	33.48	52.30	63.55	52.4	13.8	10.21	7.5	23.5	27.35	24.36	8	7.7	4.02	48.04	47.9	43.99
Vacancy	0.0%	6.5%	6.7%	10.4%	9.6%	8.4%	6.7%	6.3%	5.8%	7.2%	9.8%	0.0%	19.1%	11.0%	8.2%	0.0%	0.0%	0.2%	17.3%	0.0%	4.3%
raw #	0	3	3	4	4	2.8	3.5	4	3	1	1	0	4.5	3	2	0	0	0.01	8.3	0	1.9
Turnover	9.3%	21.7%	13.4%	23.4%	31.2%	4.8%	1.9%	4.7%	15.3%	7.2%	0.0%	0.0%	13.2%	22.9%	32.8%	0.0%	26.0%	0.0%	20.4%	6.3%	12.3%
raw #	5.01	10	6	9	13	1.6	1.01	3.0	8	1	0	0	3.11	6.25	8	0	2	0	9.82	3	5.4

Allied Health	Resp. thep. Asst.			Radio. Tech.			Ultrasound Tech.			Surg. Tech			Med/Lab Tech.			Lab Tech.		
	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003	2006	2005	2003
Total Budgeted	2.01	2.01	2.01	47.36	45.65	45.27	14.83	13.28	10.42	32.48	31.92	25.05	63.09	63.06	65.25	10.25	11.55	6.75
Vacancy	0.0%	0.0%	0.0%	4.0%	9.9%	6.1%	27.0%	22.6%	33.6%	27.7%	15.7%	4.0%	8.3%	5.4%	7.3%	0.0%	0.0%	14.8%
raw #	0	0	0	1.9	4.5	2.8	4	3	3.5	9	5	1	5.25	3.4	4.8	0	0	1
Turnover	99.5	0.0%	0.0%	2.1%	11.0%	22.0%	13.5%	7.5%	38.40%	32.70%	18.8%	12.0%	9.5%	11.7%	7.3%	0.0%	17.3%	0.0%
raw #	2	0	0	1	5	10.01	2	1	4	10.61	6	3	6.01	7.4	4.75	0	2	0

Allied Health	HIM Coder			HIM Transcriptionist		
	2006	2005	2003	2006	2005	2003
Total Budgeted	40.3	37.5	n/a	57.08	47.83	n/a
Vacancy	2.5%	0.0%	n/a	6.6%	6.3%	n/a
raw #	1	0	n/a	3.75	3	n/a
Turnover	2.5%	10.7%	n/a	10.5%	14.6%	n/a
raw #	1	4	n/a	6.01	7	n/a

REGION 5

	Total ALL Budgeted				
	Positions	Vacancy %	Raw #	Turnover Rate	Raw #
2006	2317.5	6.9%	159.4	23.7%	549.88
2005	2071.1	7.0%	145.21	13.3%	275.8
2003	1773.9	6.8%	123.31	21.8%	387.44

2006 Participants

Facility Name	City	Region	Facility Name	City	Region
Heritage Living Center	Ashland	5	Community Medical Center	Missoula	1
Fallon Medical Center	Baker	3	Clark Fork Valley Hospital	Plains	1
Quality Personal Care	Baker	3	Sheridan Memorial Hospital	Plentywood	3
Big Sandy Medical Center	Big Sandy	2	Home Sweet Home	Polson	1
Pioneer Medical Center	Big Timber	5	New Hope Kare	Ronan	1
Highgate Senior Living	Billings	5	St. Luke Community Hospital	Ronan	1
Billings Health & Rehab	Billings	5	Roundup Memorial Hospital	Roundup	5
Rim Shadows, Inc.	Billings	5	Daniels Memorial Healthcare Center	Scobey	3
Rocky Mountain Home Care	Billings	5	Marias Medical Center	Shelby	2
Parkview Care Center	Billings	5	Sidney Health Center	Sidney	3
St. John's Lutheran Ministries	Billings	5	Mineral Community Hospital	Superior	1
Billings Clinic	Billings	5	Prairie Community Health Center	Terry	3
Yellowstone City-County Health Center	Billings	5	Broadwater Health Center	Townsend	4
St. Vincent Healthcare	Billings	5	Montana State Hospital	Warm Springs	4
Crest Nursing Home	Butte	4	North Valley Hospital	Whitefish	1
City County Home Health	Butte	4	Liberty Place, Inc.	Whitehall	4
Waterford	Butte	4	Meadowlark Manor	Whitehall	4
Evergreen Butte	Butte	4	Wibaux County N.H.	Wibaux	3
				Wolf	
Wheat County Estate	Chester	2	NEMHS/Poplar	Point/Poplar	3
Liberty County Hosp. & NH	Chester	2	Mountainview Medical Center	WSS	2
Sweet Memorial Nursing	Chinook	2			
Pondera Medical Center	Conrad	2			
Roosevelt Medical Center	Culbertson	3	There were 5 facilities that responded with un-useable data.		
Powell County Medical Center	Deer Lodge	4			
Dahl Memorial Healthcare Assoc.	Ekalaka	3			
Missouri River Medical Center	Fort Benton	2			
Prairie Ridge Village	Glasgow	3			
Frances Mahon Deaconess Hospital	Glasgow	3			
Glendive Medical Center	Glendive	3			
Robinson Care Center	Glendive	3			
Donnalee's Assisted Care LLC	Great Falls	2			
Benefis Skilled Nursing	Great Falls	2			
The Lodge	Great Falls	2			
Medallion Medical Care	Great Falls	2			
Marcus Daly Memorial Hospital	Hamilton	1			
Big Horn Hospital Association	Hardin	5			
Wheatland Memorial Hospital	Harlowton	5			
Northern Montana Hospital	Havre	2			
Waterford on Saddle Dr.	Helena	4			
St. Peters Hospital	Helena	4			
Flathead County Home	Kalispell	1			
Immanuel Lutheran Corp.	Kalispell	1			
Shepperds Way Asst. Living	Lewistown	5			
Central Montana Medical Center	Lewistown	5			
St. John's Lutheran Hospital	Libby	1			
Livingston HealthCare	Livingston	4			
Phillips County Hospital	Malta	3			
Parkview Caring LLC	Miles City	3			
T.L.C Personal Home	Miles City	3			
Holy Rosary Healthcare	Miles City	3			
Homestead Homes, Inc.	Miles City	3			
Partners In Home Care	Missoula	1			
Hunters Glen	Missoula	1			
Hillside Place	Missoula	1			

2005 Participants

Big Sandy Medical Center	Big Sandy	Marias Medical Center	Shelby
Powell Co Hospital	Deer Lodge	Aspen Hospice of MT	Stevensville
Flathead Co Home Health	Kalispell	North Valley Hospital	Whitefish
Roosevelt Medical Center	Culbertson	Beartooth Hospital & Health Cntr	Red Lodge
Benefis Skilled Nursing Center	Great Falls	Pioneer Medical Center	Big Timber
Broadwater Health Center	Townsend	Benefis Healthcare	Great Falls
Rocky Mtn Home Care	Billings	St. Luke Hospital	Ronan
Fallon Medical Complex	Baker	Mountainview Medical Center	WSS
Shodair Children's Hospital	Helena	NE MT Health Services (poplar)	Wolf Point/Poplar
Central MT Medical Center	Lewistown	Glendive Medical Center	Glendive
Phillips Co Hospital	Malta	Deaconess Billings Clinic	Billings
Marquis Vintage Suites	Butte	Holy Rosary Healthcare	Miles City
The Lodge at Lone Tree Creek	Sidney		
Rocky Mountain Hospice	Billings		
Frontier Asst. Living	Livingston		
Park View Acres	Dillon		
MeadowLark Manor	Whitehall		
Golden Garden	Whitehall		
HICO Care	Billings		
Churchill Retirement Home	Manhattan		
Wheatland Memorial Hospital	Harlowton		
Cooney Convalescent Home	Helena		
Montana Developmental Center	Boulder		
Frances Mahon Deaconess Hospital	Glasgow		
Prairie Ridge Village	Glasgow		
Garfield County Health Center	Jordon		
Liberty County Hospital & NH	Chester		
Big Sky Care Center	Helena		
Montana State Hospital	Warm Springs		
Discovery Care Centre	Hamilton		
Clark Fork Valley Hospital	Plains		
Mineral Community Hospital	Superior		
St. John's Lutheran Hospital	Libby		
St. John's Lutheran Ministries	Billings		
Livingston Memorial Hospital	Livingston		
Community Medical Center	Missoula		
Yellowstone City-Cnty Health Dept.	Billings		
St. Peter's Hospital	Helena		
St. Vincent Healthcare	Billings		
Montana Mental Health Nursing Cntr	Lewistown		
Prairie Community Health Center	Terry		
Big Sky Hospice	Billings		
Daniels Memorial Healthcare	Scobey		
Northern MT Hospital	Havre		
Northwest Healthcare	Kalispell		
Sheridan Memorial Hospital	Plentywood		
Missouri River Medical Center	Fort Benton		
Pondera Medical Center	Conrad		
Easter Seals Highland Hospice	Butte		

2003 Participants

Barrett Hospital	Dillon	St. James Healthcare	Butte
Beartooth Hospital & Health Cntr	Red Lodge	St. John's Lutheran Hospital	Libby
Benefis Healthcare	Great Falls	St. Joseph Medical Ctr	Polson
Big Sandy Medical Center	Big Sandy	St. Luke Community Healthcare	Ronan
Billings Health & Rehab	Billings	St. Patricks Hospital	Missoula
Broadwater Health Center	Townsend	St. Peters Hospital	Helena
Central Montana Medical Center	Lewistown	St. Vincent Healthcare	Billings
Clark Fork Valley Hospital	Plains	Sweet Medical Center, Inc.	Chinook
Colonial Manor	Deer Lodge	Teton Medical Center	Choteau
Community Medical Center	Missoula	The Lodge	Great Falls
Cooney Home	Helena	Wheatland Memorial Hospital & NH	Harlowton
		Yellowstone City-County Health	
		Dept.	Billings
Dahl Memorial	Ekalaka		
Deaconss Billings Clinic	Billings		
Discover Care Center	Hamilton		
Fallon Medical Complex	Baker		
Frances Mahon Deaconess	Glasgow		
Glendive Medical Center & Eastern			
MT Veterans Home	Glendive		
Granite Co Medical Cntr	Philipsburg		
Highlands Hospice	Butte		
Holy Rosary Healthcare	Miles City		
Immanuel Lutheran Home	Kalispell		
KIDS Behavioral Health of MT	Butte		
Liberty County Hospital & NH	Chester		
Livingston Health Care	Livingston		
Marcus Daly Memorial Hosp	Hamilton		
Marias Medical Center	Shelby		
Mineral Community Hospital	Superior		
Missouri River Medical Center	Fort Benton		
Montana State Hospital	Warm Springs		
Mountainview Care Center	Bozeman		
Mountainview Medical Center	White Sulphur		
NE MT Health Services	Wolf Point		
North Valley Hospital	White Fish		
Northern Montana Hospital	Havre		
Northern Rockies Medical Center	Cut Bank		
Northwest Healthcare	Kalispell		
Phillips County Hospital	Malta		
Pioneer Medical Center	Big Timber		
Pondera Medical Center	Conrad		
Poplar Comm. Hosp.	Poplar		
Powder River Manor	Broadus		
Powell Co Hospital	Deer Lodge		
Roosevelt Medical Center	Culbertson		
Roundup Memorial Hospital	Roundup		
Ruby Valley Hospital	Sheridan		
Shodair Children's Hospital	Helena		
Sidney Health Center	Sidney		

Same facilities reporting for 2006, 2005 & 2003.

2006 through 2003

Big Sandy Medical Center	Big Sandy
Broadwater Health Center	Townsend
Central Montana Medical Center	Lewistown
Clark Fork Valley Hospital	Plains
Community Medical Center	Missoula
Billings Clinic	Billings
Fallon Medical Center	Baker
Frances Mahon Deaconess Hospital	Glasgow
Glendive Medical Center	Glendive
Holy Rosary Healthcare	Miles City
Liberty County Hosp. & NH	Chester
Livingston HealthCare	Livingston
Marias Medical Center	Shelby
Mineral Community Hospital	Superior
Missouri River Medical Center	Fort Benton
Montana State Hospital	Warm Springs
Mountainview Medical Center	White Sulphur
NEMHS/Poplar	Wolf Point
North Valley Hospital	White Fish
Northern Montana Hospital	Havre
Phillips County Hospital	Malta
Pioneer Medical Center	Big Timber
Pondera Medical Center	Conrad
Poplar Comm. (reported with Wolf Point)	Poplar
Powell County Medical Center	Deer Lodge
Roosevelt Medical Center	Culbertson
St. John's Lutheran Hospital	Libby
St. Luke Community Hospital	Ronan
St. Peters Hospital	Helena
St. Vincent Healthcare	Billings
Wheatland Memorial Hospital	Harlowton
Yellowstone City-County Health Center	Billings